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*Office Memorandum* • UNITED STATES GOVERNMENT

TO : The Comptroller

DATE: 16 February 1959

FROM : Chief, Machine Records Division

SUBJECT: CIA Career Service Program

REFERENCE: Memorandum dated 29 January 1959 from the IG to the Deputy Directors.

1. With respect to the referenced memo, the following represents the comments of the Machine Records Division.

2. Paragraph 2a:

It is felt that there are no benefits accruing from membership in the Career Staff inasmuch as most of the Agency employees become members almost automatically as soon as the time requirement has been met. From an employees point of view, there is little incentive for membership.

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3. Paragraph 2b:

Membership in the Career Service should be restricted to "a group of carefully selected individuals" as outlined in  paragraph 2.

4. Paragraph 2c:

The basic concept is sound, but Career Designation should be based on occupational skills rather than component.

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5. Paragraph 2d:

It is felt that the personnel management practices as outlined in  are excellent. It is not felt that the Career Service, as now constituted, is necessary in order to have a sound management policy.

6. Paragraph 2e:

The present procedure is satisfactory.

7. Paragraph 2f:

None. It is felt that great care should be exercised in the selection of individual for policy making positions.

8. Paragraph 2g:

It is felt that a discussion of the employee's Career Preference Outline be made periodically, with regard to training, assignments and/or any change in the employee's preference or qualifications.

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